JARAMOGI OGINGA ODINGA UNIVERSITY OF SCIENCE AND TECHNOLOGY

SCHOOL OF AGRICULTURAL AND FOOD SCIENCES

SECOND YEAR FIRST SEMESTER UNIVERSITY EXAMINATION FOR THE DEGREE OF BACHELOR OF SCIENCE IN AGRIBUSINESS MANAGEMENT

2017/2018 ACADEMIC YEAR

REGULAR

COURSE CODE: AAE 3213

COURSE TITLE: AGRIBUSINESS HUMAN RESOURCE MANAGEMENT

EXAM VENUE: LAB 5   **STREAM: BSc. (Agribusiness Management)**

DATE:18/12/17   **EXAM SESSION: 2.00 – 4.00PM**

TIME: 2 HOURS

Instructions

1. **Answer ALL questions in section A and ANY TWO questions in section B.**
2. **Candidates are advised not to write on the question paper.**
3. **Candidates must hand in their answer booklets to the invigilator while in the examination room.**

SECTION A   (30 MRKS)
Answer ALL questions from this Section

1. Define the following terms:
   a. Human Resource Management.   **(2 Marks)**
   b. Hunan Resource Planning   **(2 Marks)**
2. a. Explain THREE (3) major ways how people view relationships within their organizations with respect to Human Resource Management.   **(3 Marks)**
   b. Define the term Performance appraisal as used in Human Resource Management.
                                                                     (2 Marks)
3. a. Describe FOUR (4) ways how organizations can deal with anticipated workers surplus.
                                                                     (4 Marks)
   b. Explain why workers performance is measured in an organization.   **(3 Marks)**
4. Differentiate between the following terms:
   a. Job description and Job specification in Human resource management.   **(4 Marks)**
   b. Succession Planning and Succession Development.   **(4 Marks)**
5. Explain:
   a. Explain the term Direct Financial Compensation.   **(2 Marks)**
   b. Explain four Determinants of individual financial compensation   **(4 Marks)**

SECTION B   [40 MARKS]
Answer ANY TWO questions from this Section.

6.
   a. State and Explain the importance of Human Resource Management in Agribusiness organization.   **(6 Marks)**
   b. Explain four reasons why human resource planning has become more important in the recent years?   **(4 Marks)**
   c. Discuss the differences between Personnel Management and Human Resource Management as methods of managing people in an agribusiness organization.
                                                                     (10 Marks)

7.
   a. Explain the TWO (2) models of human resource management?   **(4 Marks)**
   b. State and Explain FIVE (5) Human Resource development methods.   **(5 Marks)**
   c. Describe steps involved in Human Resource Planning.   **(5 Marks)**
   d. Discuss three functions of performance as applied in human resource management.
                                                                     (6 Marks)
8.
   a. Define the term motivation as used in Human Resource management.   **(4 Marks)**
   b. Discuss Core Phases of the Motivational Process in Human Resource Planning.
                                                                     (6 Marks)
   c. Discuss three examples of laws and regulations regarding relationship of workers and employers as provided for in legislation of human resource management.   **(6 Marks)**
   d. Explain four stages of Progressive discipline process in human resource management.
                                                                     (4 Marks)